

**State Sunshine Collective Bargaining Proposals
For Inclusion in the Agreement with the
California Association of Psychiatric Technicians (CAPT)
Bargaining Unit 18**

General

In recognition of the Governor's proposed 2008/09 budget and the State's existing and projected fiscal deficit, the State desires to negotiate contract provisions that are fiscally responsible and that will achieve improved efficiencies within State government. The State is especially interested in any concept that reduces employer costs or achieves fiscal savings to the State.

The employer recognizes that the Unit 18 contract expires June 30, 2008 and is prepared to negotiate any and all provisions of such contract for inclusion in a successor agreement. Further, the employer will consider any issue that is arguably within scope for inclusion in a successor contract. Specifically, the State is willing to meet and confer in good faith with the union on the following subjects:

- Article 1 – General Provisions
- Article 2 – Psychiatric Technician Provisions
- Article 3 – Management Rights
- Article 4 – Wages
- Article 5 – Hours of Work and Overtime
- Article 6 – Leaves and Holidays
- Article 7 – Benefits
- Article 8 – Retirement Provisions
- Article 9 – Working Conditions
- Article 10 – Health and Safety
- Article 11 – Committees
- Article 12 – Representation and Association Provisions
- Article 13 – Grievance and Arbitration Procedure
- Article 14 – Entire Agreement and Duration
- Appendix A – Unit 18 Salaries
- Appendix B – Recruitment and Retention Differentials
- Appendix C – Government Code Sections – Supersession
- Appendix D – Sponsorship
- Appendix E – Sample Contract
- Side Letter #1 – Alternate Retirement Plan (ARP)

Side Letter #2 – Organ or Bone Marrow Donation

Side Letter #3 – Paid Time off: Precinct Election Board

New Proposals

The State may make additional specific proposals or counter-proposals in any of the enumerated subject areas as issues arise during the course of bargaining.